



Open positions will be available on Ada County website.
<https://adacounty.id.gov/Administration/Human-Resources>

Hiring Process

All scores are pass/fail. Recommendations made by ACP evaluators and supervisory staff are final – there is no grievance process. Candidates who are not offered employment may re-test when an examination event is scheduled by ACP and no sooner than three months following the candidate's last test.

Written Exam:

The written exam evaluates certification-appropriate knowledge and diagnostic decision-making. It consists of 100 multiple choice questions for EMTs and 200 multiple choice questions for paramedics. Questions address many aspects of pre-hospital emergency care. Candidates are given two hours to complete the exam. Your written exam score is half of your final cumulative score. Candidates will receive a pass or fail grade. War Veterans will have five points added to the raw test (not percentage). Qualified Disabled War Veterans will have ten points added to their raw score. This can only be used the first time you test with us.

Physical Agility Test:

This test evaluates strength, flexibility and endurance and is comprised of four pass/fail stations.

Cardio Walk:

The maximum time allowed for this walk is 15 minutes. The candidate will walk a designated one-mile route while wearing a weighted 25-pound vest.

Stage 1 – Equipment Carry:

The maximum time allowed for this test is three minutes.

The candidate will carry one medical kit and one ECG monitor up five flights of stairs and back down. The maximum weight for the kit and monitor combination will be no more than 50 pounds. The candidate will carry the equipment in proper form by the handles or straps, ascend the stairs, turn directly around and descend the stairs.

After the clock has started, the candidate is allowed to place the equipment on any surface briefly (less than five seconds) only once for hand repositioning. Start time begins as soon as the candidate lifts the equipment off the floor at the evaluator's direction.

Stage 2 – Rescue Mannequin Drag:

The maximum time allowed for this test is two minutes. The candidate will pick up the 175 pound rescue mannequin from behind by squatting down and reaching around the rescue mannequin's body with both arms under its arms in a "bear-hug" position. The candidate will then lift the mannequin high enough so the mannequin's buttocks are not touching the ground and proceed to drag the mannequin 100 feet while walking backwards. The candidate may not drag the mannequin by the collar, arms, or any other body part. The buttocks of the rescue mannequin must be off the ground and

only the feet may drag. The candidate is allowed to place the rescue mannequin on the ground briefly, for less than five seconds, only once for hand repositioning after the time has started. Start time begins as soon as the candidate is in position and lifts the mannequins' buttocks off the ground at the evaluator's direction.

Stage 3 – Teamwork:

The maximum time allowed for this test is ten minutes.

The candidates will be paired into teams of two and labeled candidate "A" and "B." As a team, the candidates will lift the 175 lb rescue mannequin from the ground and place it into a stair chair. The mannequin must be safely fastened into the stair chair with the provided straps and/or safety belts. The candidates will then maneuver the stair chair up one flight of stairs using the stair chair's carrying handles. Once at the top of one flight of stairs, Candidates A and B will switch positions and descend the flight of stairs while maneuvering the stair chair. The candidates will then move the rescue mannequin from the stair chair onto a canvas flat. The rescue mannequin will be secured with straps and/or safety belts provided and will be in the supine position. The flat and rescue mannequin will be lifted and placed onto an ambulance gurney and secured. The gurney will be wheeled 25 feet to a parked ambulance and loaded into the patient compartment. The candidates will then switch positions and remove the gurney from the ambulance, after which, they will wheel the gurney 25 feet from the ambulance, lower it, remove the canvas flat carrying the rescue mannequin and place it onto the ground. Start time begins as soon as the candidate's first attempt to place the rescue mannequin onto the stair chair at the evaluator's direction.

Stage 4 – Chest Compressions:

The maximum time allowed for this test is five minutes.

An adult CPR mannequin will be placed flat on the floor and the candidate must kneel down to perform continuous chest compressions for five minutes.

Practical Stations:

Paramedic candidates will be evaluated on their critical thinking and scene-management skills. Stations may include a mega-code, ECG rhythm interpretation, a medical scenario and/or trauma scenario. Your average practical score is half of our final cumulative test score. EMT/AEMT or Reserve candidates are evaluated on the critical thinking at a scene and an oral medical review.

Interview:

A customary employment interview will be conducted in an attempt for us to get to learn about you and for you to learn more about our organization.

Attire:

Activity-appropriate attire is recommended throughout the testing and evaluation process. Candidates are expected to dress comfortably in business-casual clothing for the written and practical exams. Gym attire is required for the physical agility portion and business attire is expected for the formal interview.

Location of the Hiring Examination:

Ada County Paramedics

[370 N. Benjamin Ln](#)

Boise, ID 83704